



## POSITION DESCRIPTION

### Mallee Sexual Assault Unit – Mallee Domestic Violence Service

**Position:** Team Leader - Family Violence Therapeutic

**Our Values:** Respect, Integrity, Collaboration, Care, Accountability, Innovation

**Our Vision:** Safety for all

Mallee sexual assault and domestic violence services are an essential part of the primary health care system funded by government. These services provided, are free and are available to all victim survivors.

The Mallee Sexual Assault Unit - Mallee Domestic Violence Services provides services to Victim survivors and significant others of sexual assault and domestic and or sexual violence. The components of the service consist of crisis care, counselling services, advocacy, community education, outreach support, information, and referral services. The service is non-discriminatory, providing equity of access to all victim survivors and significant others of sexual assault and domestic and or family violence.

In the Northern Mallee region, centre-based sexual assault and family violence services are available and provided in Mildura (24-hour response). Services are also available and provided flexibly and on-demand in Robinvale, Ouyen, Mallee Track, Dareton, and Wentworth.

In the Southern Mallee, centre-based sexual assault and family violence services are available in Swan Hill (24-hour response). Services are also available and provided flexibly and on-demand in Kerang, Cohuna, Sea Lake, Wycheproof, Balranald, and other towns throughout the Buloke and Gannawarra Shire.

Our agency has been delivering these services in the community for over thirty years.

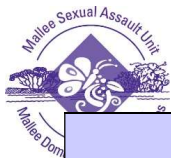
The services we provide include:

- Core and Cluster refuge service with multiple, single unit properties in the community
- family violence case management services to victim survivors
- sexual assault case management services to victim survivors
- therapeutic services for victim survivors of both family violence and sexual assault
- 24-hour family violence and sexual assault crisis service
- partner of the Mallee Orange Door
- outreach offices in Swan Hill
- Swan Hill Orange Door access point
- RAMP Coordination for the region
- FSP Coordination for the region
- Personal Safety Initiative Coordination for the region
- Child Protection partnership programs



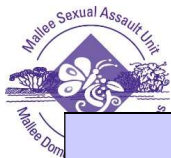
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<b>Position Title</b>	<b>Team Leader Family Violence Therapeutic Services</b>
<b>Position number</b>	
<b>Program</b>	Client Services: Family Violence Therapeutic Services
<b>Classification and Award</b>	Social, Community, Home Care and Disability Services Award 2010 Level 7
<b>Salary range</b>	\$115,065.08- \$119,871.96 plus superannuation
<b>Location</b>	Mildura Site
<b>Employment status</b>	Ongoing Full time
<b>Hours per week</b>	38 hours per week with an option to work 40 hours per week with a RDO once every 4 weeks
<b>Reporting Manager</b>	Program Manager Sexual Assault Unit & Family Violence Therapeutic Services
<b>Other Key Relationships</b>	MSAU-MDVS Client Services: Domestic Violence Case Management, Sexual Assault Unit, MDC, Refuge, Healing Services Swan Hill, Berri Street, The Orange Door and others.
<b>Position Objectives</b>	Mildura based, the Team Leader Family Violence Therapeutic Service role is primarily responsible for the provision of therapeutic interventions to adult, children and young people who are victim survivors of Family Violence. The role involves intake assessment, information and referral, education, individual and group counselling and support. This also includes engagement and consultation with key internal and external stakeholders who are involved in optimising the recovery and well-being of clients.
<b>Key responsibilities</b>	<ol style="list-style-type: none"> <li>1. Lead a team of counsellors to provide evidence- based assessments and counselling supports to victim survivors of family violence in the context of their family violence experience.</li> <li>2. Plan, develop and monitor the implementation of evidence informed interventions and best practice.</li> <li>3. Partner and collaborate with a variety of organisations to develop internal and external referral pathways.</li> <li>4. Facilitation of evidence based/informed therapeutic groups.</li> <li>5. Participate, assist, and support the immediate and broader teams to implement evidence-informed practice and ensure exceptional customer service and outcomes-based therapeutic support to clients.</li> <li>6. Provide afterhours support in a supervisory capacity at rostered intervals.</li> <li>7. Provide effective and individualised supervision to the Family Violence Therapeutic team to ensure everyone is supported.</li> <li>8. Work closely with the Program Manager – Sexual Assault &amp; Family Violence Therapeutic, to identify skill gaps and embed learning and development strategies to upskill the Family Violence Therapeutic Team.</li> </ol>



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	<ol style="list-style-type: none"> <li>9. Review caseloads, including case plans and client records to ensure staff are practicing to best practice standards and internal audit compliance and advise the Program Manager – Sexual Assault &amp; Family Violence Therapeutic, of service delivery gaps and solutions.</li> <li>10. Continuous development and evaluation of programs which meet the diverse needs of the community</li> <li>11. Encourage positive relationships within the Family Violence Therapeutic team through role modelling and mentorship.</li> <li>12. Educate, encourage, and support staff to engage in learning and development and support systems that prevent vicarious trauma.</li> </ol>
<b>Key Selection Criteria</b>	<ol style="list-style-type: none"> <li>1. Tertiary qualifications in Social Work, Psychology or equivalent (essential)</li> <li>2. High level of understanding of legislation and practice standards</li> <li>3. Demonstrated ability to work as part of team and independently</li> <li>4. Knowledge of relevant risk and needs assessment frameworks; information sharing in the context of family violence provisions and the child information sharing scheme.</li> <li>5. Significant experience in leading and managing staff in a community services field, including change management, meeting team performance goals, recruitment and selection, performance management, coaching and development of staff.</li> <li>6. Experience in planning and facilitating evidence based/informed therapeutic individual and group programs.</li> <li>7. Capacity to analyse complex issues, including the impact of violence and trauma, safety, and risk, provide therapeutic interventions for women and children and assist them to achieve goals.</li> <li>8. Demonstrated evidence informed knowledge and application of therapeutic models and theories to develop interventions that enable positive change.</li> <li>9. Proven ability to provide advice and direction regarding complex matters, including crisis support, comprehensive risk assessment and safety planning.</li> <li>10. High level of collaboration and stakeholder engagement skills.</li> <li>11. High level of communication and interpersonal skills.</li> <li>12. Proven resilience and the ability to prioritise competing demands.</li> <li>13. Experience in implementing and leading people through change.</li> <li>14. Commitment to a learning culture and continuous quality improvement.</li> <li>15. Competency in key components of Microsoft Office applications combined with the ability to learn and adapt to new information technology systems</li> </ol>
<b>Specialist expertise/experience</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the health and community services sectors.</li> <li>• Ability to utilise individual face to face therapeutic skills with adults and children.</li> </ul>
<b>Pre-employment checks</b>	<p>All appointments require:</p> <ul style="list-style-type: none"> <li>• reference checks</li> <li>• national criminal records check (Applicants who have lived overseas in one country for 12 months or longer in the last ten years must</li> </ul>



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	<p>provide international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search)</p> <ul style="list-style-type: none"><li>• pre-employment misconduct screening</li><li>• Working with Children Check both for Victoria and New South Wales</li><li>• Current Driver's License</li><li>• Evidence of the Right to Work in Australia</li></ul>
<b>Cultural safety in the workplace</b>	<ul style="list-style-type: none"><li>• Mallee Sexual Assault Unit, Mallee Domestic Violence Services recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge, and experience to the workplace. They also contribute important insight into how Mallee Sexual Assault Unit, Mallee Domestic Violence Services can provide for and engage with Indigenous clients and communities more effectively.</li></ul>
<b>Conditions of Employment</b>	<p>Salary and conditions are in accordance the SCHADS AWARD 2010. Salary packaging and Remote Housing incentive is offered with this position.</p> <p>Monthly RDO accrual for full time employees based on their 40-hour working week.</p> <p>All offers of employment are subject to a satisfactory Criminal Check, Working-With-Childrens Check NSW &amp; Vic, current driver's license and Covid vaccination proof of evidence.</p> <p>All offers of employment with Mallee Sexual Assault Unit, Mallee Domestic Violence Services are subject to a six-month probationary period. All staff members will participate in an annual performance review.</p> <p>Pre-existing Injury disclosure prior to employment will be required for all existing medical, health and physical injuries/conditions.</p>

### Acceptance of Position Description requirements

To be signed upon appointment

#### Employee

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_